

## IMPACT OF WELFARE FACILITIES ON ORGANISATIONAL COMMITMENT OF MACHINE OPERATORS IN THE MANUFACTURING INDUSTRY

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In the competitive business world, the organisations have found it difficult to survive. In order to a business to survive in the competitive business world and to get advantages over competitors, their work force plays a major role. If the employees are loyal to the organisation and stay with the organisation, it is one of the major factors for the organisation to compete and get competitive advantage. The aim of the study was to find the impact of welfare facilities on the organisational commitment of the machine operators in the industrial sector. The data were collected from one of the well known manufacturing organisations in Sri Lanka, Loadstar (Pvt.) Ltd. The study collected literature on welfare and employee commitment to identify its important and the relationship between variables. For the independent variable, employee welfare was identified under two variables, intramural welfare and extramural welfare. Organisational commitment was the dependent variable and it was divided into three components; affective commitment, continuance commitment and normative commitment. The Cronbach's Alpha coefficient for the data set of the study (for 37 items) was 0.914. It means that there is a high internal consistency among the data. 80 machine operators from the production department were selected as the sample by applying simple random sampling method and the data were collected via a structured questionnaire. The output values from mean comparison revealed that the employees were satisfied with the overall welfare facilities provided by the organisation but when the facilities were taken individually their satisfaction varied. Further the correlation showed the relationship among the variables. These machine operators have a considerably high organisational commitment and their affective commitment ( $r=0.57$ ) is higher than the continuance commitment ( $r=0.016$ ) and normative commitment ( $r=0.58$ ). The overall relationship between variables shows a moderate positive relationship ( $r=0.531$ ). But it is a 100% significant relationship in order to the significance level ( $P$  value = 0.000).

**Keywords:** Affective commitment, Continuance commitment, Normative commitment, Organisational commitment, Welfare facilities